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TOWARDS WIDER WHITLEYISM

FOR years we have been urging in these columns that the local government officer should seek, on the one hand, a more cordial relationship with the authorities by whom he is employed and, on the other, a more articulate voice in the solution of those questions—national, local, and administrative—upon which he is qualified to speak. NALGO took an important step towards the achievement of that double aim last month when, as is recorded on another page, its spokesmen met representatives of the four associations of local authorities.

The primary object of the meeting, which had been called at NALGO's request, was to impress upon the authorities' representatives the need for more comprehensive consultation between them and their staffs in dealing with the many problems confronting both.

Those problems are acute and many will persist after the War. While none can foresee in what form local government will emerge from the conflict, there can be no doubt that many important changes are impending.

NALGO's spokesmen stressed these considerations, and emphasised that the officers could make—and should be allowed to make—a solid contribution to the future success of the local government machine. That would be possible, however, only if there were perfect frankness and sincerity between the two parties. And that, in its turn, would develop only if both points of view were allowed free expression and consideration.

Joint Negotiation the Key

THE representatives of the local authorities were informed of NALGO's aims and ideals. They were told of the educational work performed by the Association, and of its efforts to improve the efficiency and status of the Service—a work in which the authorities themselves should be interested and to which they should give whole-hearted support.

It was pointed out that the machinery for joint consideration of all matters affecting the Service and the staffs had now been set up. Unfortunately, local authorities were not supporting it to anything like the extent necessary to produce the best results. To-day, local government was in the anomalous position of being the only section of the public service whose officers were unable to

obtain national decisions on service questions. Why, for instance, should there be so many varying standards of assessing the value of their work? Economically it

The recent drastic extension of paper rationing consequent on the German invasion of Norway (from which we normally draw 80 per cent of the pulp from which newsprint is made) has affected "Local Government Service" in common with all other periodicals, reducing its size from a peace-time average of 48 pages to a present maximum of 16.

This has involved the elimination of certain features, severe pruning of the remainder, some changes in make-up, and the exclusion of fourteen pages of advertisements. For these we apologise to readers and advertisers.

We intend to do everything practicable to maintain the standards and interest of the journal within the limits now laid down. Readers will materially help in that object by keeping their contributions, and particularly letters, as brief as possible.

was indefensible, socially it was foolish. Local government was national in scope and performance, and the terms of recruitment and conditions of service of its staffs should be arranged nationally, through the National Whitley Council, and applied through the provincial councils.

For this reason, NALGO's representatives pressed the associations to urge their constituent members to support Whitleyism. Joint negotiation will provide the key to the situation. Problems cannot be settled by *ex parte* decisions. The old tag that there are always two sides to a case is still true, and Whitleyism provides the method—the only method yet devised—whereby the two sides can adequately express their points of view. Just as the last war gave birth to the Whitley principles, so it is to be hoped that this will bring them to full fruition. But that cannot be done without the fullest co-operation of the local authorities, and we confidently expect that last month's meeting will result in a co-ordination of purpose which will be of material benefit to the local government Service and its personnel.

The Framework Complete

IT is, we trust, a happy omen that this meeting should coincide with completion of the framework of the national structure of Whitleyism, begun during the last war. At first, as older members will recall, progress was slow, and for years Lancashire and Cheshire, the West Riding, and the County of London stood alone in the possession of provincial councils. But since the formation of the National Joint Council five years ago, building has been rapid—thanks to the drive given by NALGO. Last month the final stage was reached, when it was decided to form provincial councils for the South Midlands, the Western, and the South Western areas, which had been the last to stand outside the scheme. So soon has the map we published in March become out of date. Now the areas shown shaded there may all be whitened—for the Lancashire and Cheshire provincial council has invited all authorities in Cumberland and Westmorland to enter its fold, thus extending its influence to the Scottish Border.

But, as that map showed, completion of the framework is far from meaning completion of the finished structure. Though the whole country is covered, some of the provincial councils have less than half the local authorities in membership, whilst some councils—and even some NALGO branches—show a tendency to play fast and loose with their obligations.

Backsliding At Leicester

A STRIKING—and to NALGO a painful—example of this attitude was provided by Leicester City Council the other day. Fifteen months ago, Leicester took the lead among local authorities in the East Midlands in forming a provincial council for its area, and it was in its own council chamber that the infant was born. Yet on April 2 Leicester refused to acknowledge the child to which it had stood godfather. By 29 votes to 22 the council rejected the cost of living bonus award approved by the National Whitley Council and endorsed by the East Midlands provincial council, replacing it by a scheme which would restrict salary and bonus to a maximum of £300 a year.

Some members of the council, to their credit, pointed out the gravity of the step. "This decision" said Councillor B. Powell, "will deal a serious blow to

Whitleyism and to this joint council in particular. The council has a moral obligation to implement the decision." And Councillor J. Minto pointed out that we were fighting a war because agreements had not been honoured.

But the council preferred to break faith with the negotiating machinery it had itself helped to set up, first on the astonishing argument that only one-third of the local authorities in the area were members of the provincial council; secondly on the more conventional one that its limited bonus would cost £7,500 a year less than the national scheme—equivalent to a saving of less than a penny on the rates.

War Pay Decisions Needed

TAKING the country as a whole, the war service pay position may be regarded as reasonably good, without being all that NALGO would desire. Despite the 86 local authorities now on the "black list," we know that more than 90 per cent of the officers with the Forces—a total now nearing 10,000—are receiving some supplement to their service pay. Most of the 804 authorities recorded as having reached no decision are small urban and rural districts, none of whose officers has yet been called up.

There is, of course, no reason why such authorities should not decide their policy in advance of the need for implementing it, and it would be a great convenience to their officers liable for service were they to do so. Probably the greatest anxiety of a man—and particularly a married man—whose registration date looms near, is not his own future but that of his family and dependants. The thought that they, possibly with heavy commitments for house purchase and the like, may suddenly be reduced to the verge of penury causes far greater mental anguish than does the fear of personal encounters with war in its grimmer aspect. Could not authorities reach their decisions now, whatever they may be? If they agree to make up pay they will remove a cause of acute worry to many members of their staffs; if they refuse to do so, they will at least give the men affected time to make whatever arrangements for their families are necessary.

While on this subject, we must deplore the tendency of some authorities to go back on their pledges and to reduce the payments they had previously agreed to make. This is a poor way of supporting the policy of the Minister for War, when he said, in the House of Commons, on January 19, that "All of us must realise that, to a large extent, the morale of the various services will depend on whether they feel that not only they themselves, but also those they have left behind, are being treated well."

Germany Sets an Example

IN this respect the other belligerents—and notably Germany—take a more generous view than do the local authorities which we have been compelled to blacklist. According to information supplied by the International Union of Local Authorities, all German local authorities are required by law to continue payment of full civil salary, including family allowances, to all their employees, official and non-official, serving with the Forces. Deductions, ranging from 20 per cent of civil pay for single men to 3 per cent of civil pay for married men with three children, may be made to balance the soldier's army pay, rations, and uniform, provided that in no case does the amount deducted exceed his army pay. The married man with five or

more children gets his full civil salary in addition to army pay and allowances. The problem of authorities too impoverished to make these payments is met in part by contributions from the State—but in no case may the additions to war service pay be evaded.

France, too, is treating its local government officers more generously—and more uniformly—than are many local authorities here, and even the non-belligerent countries, such as Italy, Holland, Rumania, and Switzerland, have recognised that public servants are no less deserving when they are serving the community in the armed forces than when engaged in the less spectacular tasks of peace.

Whitsun Prospects

FROM the agenda for the delegate meeting, completed by the amendments we publish this month, it is clear that the chosen 250 are in for a strenuous day on May 11. Indeed, the hardest task will undoubtedly fall on the president, who will have to keep a firm hand on debate if the forty odd notices of motion and amendments are to receive adequate discussion in the seven hours or so that will be available, particularly since many of the questions raised seem likely to provoke keen and wide-ranging debate.

On the whole, we feel, the experiment of entrusting to district committees the task of sifting and polishing the motions and amendments submitted by branches has—despite the unfortunate experience of the Much Cowslip branch recorded last month—resulted in an agenda calculated to provoke comprehensive and valuable discussion. Most of the problems now confronting NALGO and the Service—cost-of-living, war service pay, Whitleyism, protection of status, injury allowances, the increasing employment of women, to mention the most important—will be fully and, we hope, fruitfully discussed.

It is, perhaps, significant that, apart from two motions on the cost-of-living bonus, the only criticism of the National Executive Council relates to a domestic matter—the cancellation of the election and conference—and that may well be silenced when the position is fully stated. Evidently branches as a whole are satisfied that the Council has tackled the war situation with both vision and statesmanship. In so far as they seek more vigorous action, we have little doubt that the Council will welcome all the support they can give it.

A Public Relations Handbook

ONE of the factors which have hampered the fullest development of public relations work by NALGO branches and by local authorities themselves has been the lack of adequate literature on the subject. Apart from such guidance as Headquarters and occasional local conferences have been able to give, branches and public relations correspondents have been compelled to rely largely on their own initiative and invention in devising and carrying out propaganda schemes. Where these qualities have been shown, good work has been done; where they have been lacking, little has been achieved.

For a long time, Headquarters has been planning to repair this omission with a comprehensive pamphlet on methods, media, and ideas. But, as with so many other desirable schemes, more pressing tasks have kept performance lagging behind intention. Now, however, the Association for Education in Citizenship, that energetic body which has for years been working on parallel lines, has gone

a long way to fill the breach. Its latest booklet, "Roads to Citizenship," packed with detailed and practical advice on methods—ranging from films to forums from civic weeks to conferences—extending public interest in the work of government, local and national. There are several references to NALGO work, and we hope that the sentence, in chapter on organising civic weeks: "a vice and assistance may be sought from the local branches of the National Association of local Government Officers" will never be proved vain.

We should like to quote extensively from this admirable booklet—which the work of Mrs. Elizabeth Layton, secretary of the Association—but, lack of space forbidding, we strongly urge every branch to buy a copy for the use of its public relations correspondent. It costs on 1s. 6d. (1s. 7½d., including postage) and is obtainable from the Association for Education in Citizenship, 10 Victor Street, London, S.W.1.

More Cheer for the Troops

THE North-West monopolises this month our record of branch activities on behalf of members with the Forces.

Birkenhead has been operating, since last October, an admirable scheme of monthly or, if necessary, more frequent visits to the home of every serving member to ensure the prompt solution of any difficulties that arise. In addition, parcels are being sent every three months, supplied from a central fund to which every department contributes, and throughout the winter women members have been knitting "comforts."

By the end of March, the Manchester Guild had collected more than £150 for "comforts" fund, which is used to finance weekly despatches of parcels. Each parcel is made up with special thought for the individual recipient, and usually includes in addition to a friendly letter from Guild officials, and a copy of the "Guild Journal," cigarettes, socks, and other "woolies"—again all made by women members—toilet soap, cream and powder, sweets, and the like. During the summer the "woolies" are to be replaced by shaving soap, razor blades, thrillers, and writing materials, and serving members have been asked to suggest other acceptable gifts.

In Oldham, women members have arranged busy knitting evenings in one another's houses, and a women's committee is superintending the despatch of parcels, towards which every member gives 3d. a month. In addition, the branch is arranging a system of personal visits to the home of every serving member.

Incidentally, we owe an apology to the Cheshire county branch, whose invitation to members in the Chester area was mistakenly attributed last month to Chester branch. Mr. H. Jones, whose address we give, is hon. secretary of the county branch.

Two Fine Gestures

AMID all the extra calls on their time, energy, and pockets, it is encouraging to find that members and branches are not neglecting the claims of the Benevolent and Orphan Fund—greater to-day than ever they were, and likely soon to be further expanded.

A particularly fine gesture came the other day from Mr. A. E. Turner, of the city engineer's department, Nottingham. Mr. Turner retired a few weeks ago, and his department collected £8 for a presentation. On hearing of this, Mr. and Mrs. Turner asked that the money be given

(Continued on next page)

EXTENDING WHITLEYISM

Approach to Local Authority Associations

A FURTHER important step towards securing general adoption by local authorities of Whitley negotiating machinery was taken by the National Executive Council on March 11, when a strong deputation put NALGO's case before representatives of the Associations of Local Authorities. This approach was the outcome of the similar deputation which—as was recorded in LOCAL GOVERNMENT SERVICE in March—had waited on Mr. Walter Elliot, Minister of Health, and Lt.-Col. D. J. Colville, Secretary of State for Scotland, on February 2.

On that occasion, Mr. Elliot, while expressing the Government's sympathy with Whitleyism, declined to accede to NALGO's suggestion that he should circularise local authorities urging them to take their proper place in the Whitley Council scheme. Taking the view that the essence of Whitley machinery was willing and voluntary co-operation of employers and employed through their respective organisations, he suggested that NALGO should first approach the associations of local authorities, with a view to securing their assent to the principle of its proposals.

This the National Executive Council agreed to do, and the meeting of April 11, held at Middlesex Guildhall, was the result.

Copies of the memorandum presented to the Minister of Health and the Secretary for Scotland, and published in the March LOCAL GOVERNMENT SERVICE had previously been supplied to the local authorities' representatives.

SIR MILES MITCHELL, who presided, welcomed NALGO's representatives and assured them that their submissions would receive most careful consideration.

Mr. STEAD, opening NALGO's case, recalled the advice of the Minister of Health which had led to the conference and emphasised the desire of the Association

to play its part in the social and economic changes which would inevitably take place in the country. NALGO represented 120,000 local government officers, and it desired to establish confidence and goodwill between the employers, and their staffs.

Mr. HARROD explained that the object of the meeting was to seek the co-operation of the local authorities in the machinery of Whitleyism, which was the best for obtaining effective contact between employers and employees. Every other class of public employees—civil servants, teachers, police, and manual workers—could in this way obtain direct contact with their employers, but not local government officers. While local government was becoming national in its implications and its work, there appeared to be a tendency towards de-centralization. The Association was non-political, and did not wish to interfere in any way with the autonomy of the local authorities. To-day, the country was covered with a net-work of provincial councils, who were represented on the National Whitley Council. Mr. Harrod urged that the associations of local authorities should become interested in this work and co-operate with it.

Mr. ALLEN pointed out that at the outbreak of the war the Government had recommended the operation of Whitley machinery in industry generally. He could not understand why local authorities accepted the system for all other public servants but not for their own officials. Whitleyism was not mandatory.

The Government consulted the associations of local authorities on questions of all kinds, particularly when new legislation was projected. In almost every instance officers were affected and could make a valuable contribution towards a settlement of the various problems arising if they were given the opportunity.

NALGO, Mr. Allen continued,

costly, since second-hand copies would be no less acceptable than new ones. We strongly commend the suggestion.

Congratulations

WE extend our congratulations this month to:

C. A. W. Roberts, vice-president of NALGO and chairman of its education committee, and Mrs. Roberts, on completing 25 years' joint service as manager and matron of Walton Hospital, Liverpool. Mr. and Mrs. Roberts—the former is the only lay administrator in charge of a hospital, and that the biggest in the country—were presented the other day with a silver salver and candelabra by the staff of the hospital in recognition of this unique jubilee.

Ald. W. H. Pullinger, of Southgate, one of the Association's founders, who has just celebrated his 80th birthday.

John Reed, for the past 62 years rate collector to the Williton (Somerset) Rural District Council who, at the age of 90, has asked for a rise in his salary of £17 a year, and declares his intention of carrying on collecting rates until he is called up for the Army.

C. N. Hadfield, of Maidstone, who declined to accept a £500-a-year job as surveyor to the Oldham and District Regional town planning committee because it refused to give an undertaking to make up war service pay.

wished to secure properly recognized standards. At present there were 15 provincial councils and the Association hoped that, before long, there would be 15 localized standards compared with about 1,500 to-day. He drew attention to certain paragraphs in the Association's memorandum, stressing the national aspect of the work of local government and contending that there should be basic national standards of recruitment and remuneration, not varying with industrial prosperity or depression.

Mr. ROBERTS referred to the educational work of the Association, a work to which NALGO had devoted more attention than any other similar body. The whole cost of the programme was borne by the Association, which, by granting loans to students and by the provision of scholarships, encouraged its members to improve their efficiency. Coaching courses were provided through its Correspondence Institute and periodical examinations were held. An important feature of this side of the Association's work was the holding of summer and week-end schools. Now, more than ever, Mr. Roberts added, was efficient service needed, and it was for that reason that the Association carried on its education work, and solicited the support of the local authorities.

Mr. HARROLD reminded the representatives that co-operation had proved most effective on the important question of superannuation, when a sub-committee of the local authorities' associations, and their staffs had been formed, on which NALGO was represented. The result was that the Superannuation Bill had been piloted through Parliament without any serious disagreement. The local authorities, Mr. Harrold contended, had responsibilities to their officers and to the ratepayers to see that staff conditions of service were fair and satisfactory.

The chairman expressed satisfaction at the careful and reasonable way in which the Association's representatives had presented their case, and gave an assurance that the representatives of the local authorities' associations would consider very carefully all the points raised. They would have to report to their respective bodies and to the Minister of Health, and a further meeting between the two sides would probably be necessary.

Mr. Stead, concluding the interview, declared that the Association's representatives were at the disposal of the committee whenever required.

Those appointed to attend the conference were:

FOR THE ASSOCIATIONS OF LOCAL AUTHORITIES

COUNTY COUNCILS' ASSOCIATION: Sir William Jenkins, M.P. (chairman of the executive council); Mr. F. L. Bland (vice-chairman of the executive council); Sir Joseph Lamb, M.P. (Staffordshire); Dr. E. W. Maples (Herefordshire).

ASSOCIATION OF MUNICIPAL CORPORATIONS: Ald. Sir Miles Mitchell (Manchester); Ald. W. L. Raynes (Cambridge); Ald. E. C. Parr (Lancaster).

URBAN DISTRICT COUNCILS' ASSOCIATION: Councillor J. H. Morton (chairman, Coulsdon & Purley U.D.C.); Mr. George Griffiths, M.P. (Ryeston, Yorks, U.D.C.); Mr. John A. Simpson (formerly clerk to Woodford U.D.C.); Mr. Arthur J. Lees.

RURAL DISTRICT COUNCILS' ASSOCIATION: Mr. E. P. Everest (Aucham R.D.C.), chairman; Mr. P. C. A. Slade (Wallingford R.D.C.), vice-chairman; Mr. A. W. Bruce-Roberts (Godstone R.D.C.); Mr. E. A. Cross (Wrexham R.D.C.); Mr. J. McIntyre (secretary).

FOR NALGO

Mr. E. J. Stead, president; Mr. A. G. M. Archibald and Mr. C. A. W. Roberts, vice-presidents; Mr. W. H. Legh-Smith, hon. treasurer; Mr. F. H. Harrold, hon. solicitor for England; Mr. A. A. Garrard, chairman, N.E.C.; Mr. F. H. Harrold, vice-chairman, N.E.C.; Mr. H. Allen, chairman, service conditions and organisation committee; and the general secretary, legal secretary, and organisation secretary.

(Continued from preceding page)

instead to the Fund and themselves doubled it, with the result that a cheque for £16 was sent to Headquarters.

Another fine example has been set by the Tunbridge Wells branch. Realising that it would this year be spared a large part of the expense of sending a delegate to Conference, the branch decided to give the amount saved—in its case three guineas—to the fund. Were all branches to do this the fund would benefit to the extent of several thousand pounds, and we heartily commend the example to them.

"Don't Let Them Rust"

THE letter we publish this month from L/Cpl. Butler confirms the view we expressed last month that many serving officers, keen to keep in touch with their peace-time jobs and to avoid the accumulation of mental rust, would welcome copies of the various professional and technical publications dealing with local government. A recent estimate showed that NALGO had nearly 10,000 members with the Forces; by now that figure has probably increased. While not all of that number are students, some will be, and branches would be doing a service of value to them and to local government generally were they able to supply the required journals. Organization of the scheme should be neither difficult nor



PRO BONUS COWSLIPUS

Bad Latin but Good Humour

by "JACKASS"

Illustrated by J. Carver

Czecho-Slovakia, Albania, Poland, Finland, Denmark, and Norway, I knew my case was just, and on the law of averages it was bound to be right to prevail.

My opening remarks emphasised justice of our claim, but Councilor McIsaacs interrupted rather curtly to inquire the cost. Councillor Gun followed with a blunt demand to know whether we were asking for an increase in wages. I replied diplomatically that cost would approximate to a good deal more than might have been expected had been calculated correctly, and that request was not for an increase but for reduction of the reduction actually suffered. I explained the scheme in detail, reminding them that the cost of living had risen by at least fifteen per cent whereas we were asking for less than ten per cent. The Government's policy called for equality of sacrifice, but we were offering to bear a greater share of our loss than the Council. I ventured with great respect to mention that the National and Provincial Whitley Councils had approved the scheme, and that the best local authorities had already adopted it.

Councillor Gumble said it was just another device by the staff to extort money from the already over-generous Council. As a provision merchant, he had been compelled to maintain his profits by increasing his prices, and those increased had taxed the already over-burdened pockets of the ratepayers. ("A voice said 'Tha means under-burdened.'") The Prime Minister had said there must be no vicious spiral of rising prices and rising wages. Prices had already risen, so now was the time to call a halt. Local government officers had complete security of tenure, and if that didn't satisfy them, he hoped the Council would sack the lot.

The Chairman, always our staunch ally, reminded them that we had worked, and were working, long hours of overtime, and had manned the entire A.R.P. system voluntarily. Only those who knew what a state Much Cowslip A.R.P. was in could truly estimate the value of our work, which was perhaps a good thing. He invited further comment.

Councillor Torpid followed with a violent attack on Whitleyism. He hoped Much Cowslip would never accept dictation from an outside body which apparently sought to usurp the divine right of Council to dictate to their staffs. Cost-of-living increases had already been given practically all the Council workmen and national awards, and it seemed to him only that the extra expenditure so incurred ruled out the possibility of increases to the staff, but also that to give their workmen more money one month and take some of it back the next by increasing the rate precept was not fair dealing. He demanded fairer, and in thumping the desk

ONE of my duties as a branch secretary is to read LOCAL GOVERNMENT SERVICE and direct the attention of the Executive Committee to items of note. Usually I do this in a deliberately dull monotone, to avoid arousing interest. After all, the Executive cause the Clerk and myself enough trouble of their own volition, without my putting ideas into their heads. If any member does betray interest in a national event or campaign, the Clerk can almost always shelve the subject by suggesting to the Executive that they are competent to manage their own affairs without interference from "these gentlemen in London." Being humanly conceited, the Executive readily agree. It is typical of Englishmen, and of Englishmen in committee particularly, that they prefer to go to Hell their own way rather than accept a guide to Heaven.

Occasionally, tactless publication of successful efforts by other branches stimulates such a demand for similar action in Much Cowslip that unworthy self-interest over-rides the instinct to preserve our local autonomy by ignoring everything originating nationally. One instance was the national salaries campaign, another the demand that balance of salaries be paid to officers in the Forces. In both cases, due to over-conscientious members reading LOCAL GOVERNMENT SERVICE, the Clerk and I were driven into unpleasant negotiations with the Council. We often sigh for the days when LOCAL GOVERNMENT SERVICE was edited in a sound conservative style and nobody read it.

Knowing that some of the members would certainly have noticed it, I felt bound to mention in my last report the recommendation recently adopted at the instigation of our National Association by the National Whitley Council, whereby that body approved a cost-of-living bonus scheme for local government officers. I made only a brief reference, relying on the mention of Whitleyism to bore the Executive into somnolent inattention.

In Much Cowslip we have always supported Whitleyism in theory, but have not worried over much about practising it. Our Council share our tendency towards local autonomy and our dislike of external advice. Our attitude typifies that spirit of sturdy independence which, coupled with his innate ability to rule others, has made the Englishman what he is, but theirs is simply an instance of the narrow parochial outlook which has too often clogged the wheels of the spirit of progress. Be that as it may, they will not join the Provincial Whitley Council. Not that we have ever asked them; we can manage our affairs without a Whitley Council. We prefer the tried and tested method of free and equal negotiation, whereby we tell the Council what we want

and they tell us what, if anything, we are going to get. Only rarely is there any resemblance.

In such circumstances, our Executive Committee has come to regard Whitley Council recommendations as of academic value only, but on this occasion it suddenly became enthusiastically Whitley-conscious. It was insisted that we must do our utmost to support the National Executive Council in this first, and therefore vital, step towards nationally regulated salaries and conditions. The Committee also thought it would be nice to have a bonus. Not even a hint by the Clerk that members of the Committee not amenable to reason might find themselves called on to work overtime the next week prevented them from rejecting his advice and passing a resolution "demanding the adoption in Much Cowslip of the cost-of-living scheme."

Naturally, the Clerk and I had to study the scheme carefully, a task which taxed not only my ability to grasp essentials but his specialised knowledge of involved phraseology. Clauses (a) and (b) were simple enough, though I was puzzled by a sentence which stipulated that "the foregoing recommendations be subject to the undermentioned conditions." The Clerk explained that it meant "provided that," so we passed to clause (c), which laid down that in calculating bonus only fees normally recognised as part of salary should be taken into account. We decided that tea money for overtime in Much Cowslip was such a normal source of income that we were justified in taking it into the reckoning.

The remaining clauses were quite incomprehensible to us, especially a provision regarding "an officer who enjoys rations only." As the Clerk pointed out, a person who confined his appreciation to bacon, butter, meat, and sugar, caring nothing for whisky, beer, and other unrationed foodstuffs, was scarcely the type of man he liked to represent. However, in the hope that members of the Council would so involve themselves in the intricacies of emoluments, rations, apartments, dual appointments, and part-time officers (none of which had any relation to Much Cowslip conditions) that they would lose sight of the main objectives, we included the whole scheme in our application except the provision for automatic review by July 1. If we could wangle it through our Council we were certainly not going to risk resurrecting it again so soon.

The Clerk's position as adviser to the Council prevents his conducting actual negotiations, so the presentation of our case fell to me. The meeting I was invited to address was, unfortunately, the rate precept meeting also, but I was not dismayed. Like Austria, Abyssinia,



"A violent attack on Whitleyism..."

THAT "AXE" MAN IS HERE AGAIN!

knocked over an inkwell on to Mrs. Councillor Gauche. He also took exception to a letter received from the National Association of Local Government Officers, telling them what they ought and ought not to do. This was a free country, and it was time the staff were forbidden to form such Associations. They would be joining a Trade Union next.

Mrs. Councillor Gauche, still heavily inked, rose to say that she saw no objection to a National Whitley Council, especially as there was a National Government and a National Grid Scheme. She thought they



"The Prime Minister's vicious spiral speech . . ."

ought to be consistent. At the same time, what was troubling them, she felt sure, was that there were sure to be nasty letters in the newspapers from the ratepayers. Nevertheless, she thought that if the strictest secrecy were maintained about the voting it might be a very good idea. Not that she had anything to hide, but could they have a secret ballot?

The Chairman agreed, and invited me to reply before the vote was taken. I did my best, but it is hard to reply logically to illogical arguments. I reminded them that since the Prime Minister's "vicious spiral" speech, Sir Samuel Hoare had said in a broadcast that there could be no rigidity of wage rates. Much Cowslip salaries had been very rigid for a long time. I also suggested to Councillor Gumble that, as part of the cost would be covered by Government grant, whereas the whole of it would be spent in Much Cowslip, the Council, by adopting the proposals, would actually increase the amount of money circulating in the village.

Finally, stung by an ill-mannered "Bah" from Major Fitzbalt Fitzwalk Fitzgallop, I threatened that, if rebuffed, we would submit an alternative request for payment at added rates for all overtime, which would probably bankrupt the rate fund. We would also cease our voluntary A.R.P. duties and, if victimised, would call on our National Association for support. I suggested that one hundred and twenty thousand local government officers rioting in the village would be a difficult problem to solve.

Hastily the Chairman called for the ballot to be taken, and handed the voting papers to the Clerk to be counted. To my astonishment the Clerk announced that the request of the staff had been approved by fourteen votes to six.

I was less astonished the next day, when the Clerk explained to me how, by a most regrettable slip, the first he recollected making in a long and honourable career, he had inadvertently transposed the figures of the voting, which had actually been six for and fourteen against. He simply could not understand how he had been so careless, and was obviously upset about it, but we agreed it was too late to rectify the error.

Besides, our cause was just and it was high time the right prevailed for once.

THE economy ramp is with us again. Already, nationally and locally, amateur economists are sharpening their axes and looking around with predatory eyes for prospective victims. And, as in the past, the local government officer is being marked down for the sacrificial slab.

An excellent example of the familiar technique is provided in an article by Mr. E. T. Good in a recent number of the "Bankers' Insurance Managers' and Agents' Magazine."

Mr. Good opens with a general statement of the need for economy today to which no one could take exception. This is followed by an attack on Government and municipal "extravagance" in the past, more open to challenge. "We have not," says Mr. Good, "had an economical Government in this country for at least forty years. . . . Taxation has been piled sky-high; money wanted for industrial modernization and development, for promotion of export trade, and for investment in our Dominions, our Colonies, and in foreign countries, has been spent on battalions of officials, and on so-called 'social services' which have not proved unmixing blessings. For thirty years at least State departments and local authorities have been increasing expenditure—piling up taxes and rates—out of proportion to the nation's production of commodities, its export trade, and its income from overseas investments and services."

From this Mr. Good proceeds to a solemn warning of the results of failing to curtail public expenditure. "We may," he says, "drift into a position of earning so little in the production of foodstuffs and needing such heavy imports; losing so much in agricultural earnings; losing so much from foreign investments and shipping services; losing so much of our one-time huge export trade in cotton manufactures, in iron and steel, and in coal shipments, that we may be unable to import enough raw materials and food to employ and feed our population. . . ."

Mr. Good then proceeds to list seven "national dangers":

- "An over-swollen, over-paid, and mischievous bureaucracy.
- "Excessive public expenditure—squadernia.
- "Over-luxurious living . . . and an over-cramming system we call education.
- "The pampering of children to such an extent that many of them are disinclined to work hard when they grow up.
- "The decline in our agriculture.
- "Excessive costs of labour, per unit of production; too many industrial and business restrictions—too much limitation of human effort.
- "Far too many Members of Parliament, too many local councillors, too many committees and conferences, and vastly too much talk.
- "Too much subsidization of indolence and too little encouragement of honest work—the undermining of the "dignity of labour" and the willingness to serve."

From a discussion of the "curse" of bureaucracy, "blighting labour and enterprise," and a hit at the "huge staffs of more or less highly-paid officials" required to run our cities, Mr. Good flashes his axe at the "big scandal of municipal waste."

"Local authorities," he writes, "are spending 300 per cent more than in 1913.

As we are rationing food, coal, gas, electricity, petrol, and some other things, why not ration expenditure? . . ."

There is more in the same strain, until we come to the final and most significant paragraph:

"There is no mention or hint from the Government or local authorities about any rationing of big salaries. Whilst brave and patriotic young fellows are leaving £4, £5, and £6 and more £'s a week wages and salaries to take Army and Navy pay, and face all consequent dangers, highly-paid officials, remaining at home, are to make no sacrifice save that involved in the general scheme of higher taxation."

A straw indicating the approaching storm? Yes—and if officers are to weather it, they must, through NALGO, prepare their defences.

What is to be done?

It is useless merely to take up a purely selfish attitude and, shouting, "What I have, I hold," engage in a futile scramble with every other interest seeking a share in the nation's wealth. We are in this war as a united nation, and, as public servants, local government officers are ready to share the sacrifices and the labours imposed on all. But they are entitled to insist that the sacrifices and the labours shall be fairly distributed, and to ensure that ignorant gibes about "bureaucracy" and "squadernia" are not allowed either to jeopardize the social services or to reduce the officer to penury.

NALGO must prepare and broadcast to the nation a reasoned case in defence both of the system its members represent, and of their claim to a fair reward for the services they render. We must show that restriction of public spending is not always "economy"; that social services, in enhancing national fitness, efficiency, and well-being, contribute as much to the nation's wealth as does private profit-making. We must make it clear that local government officers are neither "bureaucrats" nor "pampered pets," as a newspaper critic called them recently, but ordinary citizens who happen to serve the community as a whole rather than any section of it and, as a rule, do it well for salaries which, in most areas, compare far from favourably with the rewards earned by men and women of comparable qualifications in other walks of life; that the community has a right to demand, and a duty to pay for as good and efficient service as the industrial or commercial employer; and that imponderables like education, hygiene, maternity and child welfare services, housing, and the like, are as important as cotton exports or steel output. Above all, we must demonstrate to the nation at large that, if we are fighting to preserve our democratic privileges and achievements against a system of authoritarian tyranny, the abandonment of those achievements at the outset of the war is not likely to help us to victory. It would be a simple matter to shut down our social services, sack three-quarters of the local government staffs, and cut the rates by one half: as simple as turning off a tap. But another turn of the tap at the end of the war would not bring them back; it would probably take half a century or more to do that. Victory over Hitlerism would be dearly bought, indeed, were its price to be a reversion to the Britain of 1870, with its huge death rates, its widespread illiteracy, and its glaring contrasts between rich and poor. Yet that—and worse—would be the price were some of our amateur economists to have their way.



Silver Lining Department

With European affairs in the most dismal and distressed state since the World War and with our Nation struggling with a depression that produces a larger deficit each year, we are happy to report that the Orange County, Y.M.C.A. is not only holding its own, but showing definite progress.

—Y.M.C.A. News, Orange County, N.Y.

The much-heralded corset—the only cheerful headline in papers black with foreboding—made its triumphant entry into America on a Normandie ghostlike with muffled ports and lights out.

—Harper's Bazaar.

Scotland Prepares

I spent a few hours in Edinburgh recently and admired its preparedness for air raids. For instance, on each table in the lounge of one of the principal hotels was a typed sheet of A.R.P. instructions. The



last paragraph ran: "Dining-room customers who wish to go to the shelter should tell their waiter, who will present their bill immediately."

—"Peterborough" in the "Daily Telegraph"

Repartee

Some snobbish people were telling Lord Charles Beresford how they had been to a newly-opened restaurant. They complained of the service, the crowd, the discourtesy, the food, everything.

"Really," they said, "I don't think they can have known who we were."

"And who were you?" asked Lord Charles, quietly.

—From "Society Racket," by Patrick Balfour.

Another Impending Apology

The front door bell rang. Little Johnny answered it, then he rushed up to his mother's bedroom, his face white as a sheet. "Mother," he gasped, "there's someone called to see you! He looks just like a man, but he says he's an insatiable spectre!"

Ideal Billet

Of the many evacuation stories I like that told by Mr. G. Chipperfield, President of the National Union of Teachers. It is of a youngster billeted with a director of education. Asked if he would like to go home, the boy replied: "Not likely, it's good here—the maid cleans my boots and the director does my homework!"

There are two great rules of life, the one general and the other particular. The first is that everyone can, in the end, get what he wants if he only tries. This is the general rule. The particular rule is that every individual is, more or less, an exception to the rule.

Samuel Butler.

AT RANDOM By "Hyperion"

Drawings by RAMSAY DICKSON

How Like Our Own Dear House of Commons!

House Bill 376 up before the Colorado assembly is entitled: "A bill for an act to amend an act entitled 'To amend an act entitled 'To amend section one of an act entitled 'An act to provide a bond issue.''"

—Coronet (U.S.A.).

Le Mot Juste

"The over-ripe sincerity of a radio announcer's voice."

—Jerome Barry.

Our Turn Next?

Among the war-time novelties which have been recently introduced in Germany is the use of fishes' skins for women's clothing. A Frankfurt firm specializes in their preparation. The skins of salmon, cod, and perch have been found especially suitable for the purpose.

A current illustrated journal shows a photograph of a young woman wearing a blouse made in two sorts of fish leather,



one dyed green, the other yellow. A cod skin hood is shown in another picture.

Cloth made of feathers is another article which is being much advertised at the Leipzig Fair.

Our Wonderful Press!

A blockade would never bring about Germany's defeat, and it would be an illusion to think that we can starve Germany into surrender.

—Capt. Liddell Hart in "Sunday Express," February 11

Our Prime Minister is absolutely confident that this country has Germany by the throat and will strangle her to death.

—Peter Howard, same paper, same day.

Advertisers' Corner

Respectable Girl (Christian) wants Cleaning, daily; different place each day. Apply Box 9526a.—Adv. in the "Belfast Telegraph."

A sensible programme for any girl.

French and English

If a Frenchman wants to look at a pretty girl, he just says: "I want to look at her because she is pretty." But an Englishman like Ruskin says: "I want to look at her because her physical beauty is the true image of the beauty of her soul."

—André Maurois in "Lilliput."

A German Riddle

It is some consolation to hear that the Germans have not completely lost their sense of humour, and that jokes at the



expense of Hitler continue to be popular. The latest I have heard is this riddle:

"What is the difference between India and Germany?"

The answer is:

"In India one fasts for all; in Germany all fast for one."

Quis Custodiet . . . ?

They are saying in the City that many sandbag barricades are now so beautifully encased that they really ought to be protected by sandbags.

Pity the Poor Food Executive Officer!

Emergency Orders (contd.).

S.R. & O. No.

323. Order, dated March 8, 1940, amending the Food Control Committees (Registration of Establishments) Order, 1939.

324. Order, dated March 8, 1940, amending the Rationing Order, 1939, and appointing the day on which that Order is to come into force in relation to Meat.

325. Food. Order, dated March 8, 1940, amending the Directions dated January 6, 1940, under the Rationing Order, 1939.

326. Order, dated March 8, 1940, amending the Meat (Maximum Retail Prices) Order, 1940.

327. Order, dated March 8, 1940, amending the Meat (Prescribed Wholesale Prices) Order, 1940.

Tailpiece

Famous Sayings of Great British Secretaries
"I'm fed up with insts. and ults. What I want is a steady date."

—MISS RIGWORTHY.

READERS' FORUM



A Prescription for the North East.

IT was refreshing to read Mr. F. H. Harrod's outspoken comments at the recent meeting of the N.E.C. on the question of "local modification and whittling down" of the uniform national award of the National Whitley Council by the staff side of the North-Eastern provincial council.

Mr. R. E. Heron, in his reply, agreed with the principles laid down by Mr. Harrod, and stated that the North-Eastern provincial council was an "ailing child." If this is the case I would suggest to the staff side of the North-Eastern provincial council that they accept the advice of their "medical advisors," i.e. the National Whitley Council, and adhere to the treatment prescribed, and I have no doubt that this "ailing child" will soon enjoy robust health.

From my experience, the North-Eastern district committee have many "ailing children" under their care, and it is difficult to tell whether the complaint is hereditary or due to lack of attention. Whatever the cause may be, it is within the power of the N.E.C. to remedy it by lending their powerful support to the motion of the North-Eastern district committee, that a district office be established in the North-East. The rank and file member can then be assured that full-time attention is being paid to urgent and pressing problems.

"Glenfield," H. COOPER.
 Stotley Bridge, Co. Durham.

Cost of Living Again

SEVENTY per cent. of NALGO members receive salaries of £260 p.a. or under. Of this number, 47 per cent receive between £120 and £260. Skilled artisans employed by local authorities now receive over £200 p.a., excluding overtime. Their wages have already been increased and will presumably be increased further if the cost of living rises. Yet Dr. Sykes would have no increases at all for the local government officer. He singles out the officer for a peculiar dose of personal sacrifice, suggesting that, to have economic justification for increase in pay, each officer increase, presumably by longer hours, the amount of work he performs. Does he know the Service and the "bigger contribution" it continually makes? We wonder what would happen were a similar suggestion to be made in "Industry." The workman receives overtime pay at enhanced rates without any consideration of economic justification.

We can appreciate an argument for no war-time increases for anyone, but we cannot be expected to agree that increases for others can be granted at the expense of the local government officer.

TODMORDEN & DISTRICT BRANCH
 Todmorden, Lancs.

What is NALGO Doing?

IN a note to my letter under this heading in the April issue, you refer me to page 113. If you consider the list of small, though useful, advances shown there to be an adequate answer to my question, then you are certainly out of touch with the sentiments of our members and are dis-

regarding the extent to which the cost of living has increased.

After seven months, during which the cost of living has risen by 15½ per cent, the National Whitley Council graciously recommends an increase of 6 per cent! and the Scottish Whitley Council bluntly refuses to make any advance whatever. The employers' representatives on the Scottish Whitley Council, in fact, have the temerity to refer us to the Chancellor of the Exchequer's reply to the National Staff side of the Civil Service Whitley Council. Not much cause for complacency, one would think.

Rather petulantly, you ask: "What have the Civil Servants obtained?" Well, from September, 1939, they obtained full civil pay for all members serving in the armed forces. Since the civil pay question affects us closely in Scotland, we cannot appreciate any attempt to belittle the achievement of our friends in the Civil Service. To the men concerned, and their number is growing rapidly here, 100 per cent civil pay would represent a greater actual advance than the minute award of a 6 per cent cost of living bonus, to meet a 15½ per cent increase in prices.

If, therefore, writers express their feelings strongly, it is only because they know from first-hand experience what our very senior N.E.C. members can only learn second-hand, no matter how sympathetic the latter may be.

J. S. COVENTRY.
 79, Binend Road, Nitshill, Glasgow.

NALGO is far from being complacent about the cost-of-living award, nor does it seek to belittle the achievements of the civil servants. But it remains true that local government officers are the first and, so far, the only, section of black-coated workers, to get a bonus decision of any kind, and on the principle that half a loaf is better than no bread we see no sense in denouncing either the award or those who negotiated it. Our report, is that Scotland did not unreservedly support the English scheme. That may explain why it is to-day enjoying the benefits neither of that nor of its own alternative scheme. This is unsatisfactory and we hope that the situation will speedily be improved and a strong effort made to secure endorsement of the English award.

Value of the Graduate

WHILST I agree that university qualifications are not essential for many branches of local government Service, and I disapprove of placing graduates in good posts with no other qualification than a degree, I consider that, on the technical side, the employment of university men should be encouraged, though they should not be unduly favoured.

The advantages are that the graduate is able to concentrate entirely on his work, not being troubled or wearied by the necessity of working for examinations in his spare time, and that fresh ideas and types are introduced into the Service.

The possession of a pocketful of certificates and an old school tie certainly is not and should not be, a free pass to any post to the detriment of those less fortunate, but it does at any rate show that the

individual has reached a definite standard of education for which credit should be given, all other things being equal.

The idea that local government must be kept for the working and middle classes is narrow-mindedly stupid and exclusive, only accentuating the conservative red-tape which so many of the working classes are always trying to overthrow. Further, it is an advantage to the staff to count among its numbers officers who belong to the same class as many county and borough councillors.

R. H. R. WALKER,
 (B.A. Cantab. A.M.I.C.E.)
 County Surveyor's Dept.,
 Shire Hall, Reading.

"Too Old at 45"

I WAS interested in your reference in the April number to a leading article in "Municipal Engineering," criticising the provision frequently included by local authorities in their advertisements for appointments that "applicants must not be over 45 years of age."

The solvency of the superannuation fund must be safeguarded and to ensure this the following should be added to the above provision: "This provision shall not apply to (a) persons already within the service of — town council, and (b) persons having experience with another local authority and who have a transfer value for superannuation purposes." As all local authorities now have superannuation funds, transfer of officers should not be subject to an age bar. From the superannuation fund point of view, however, applicants from outwith the service, who are over 45, are undesirable.

Many local authorities are unaware of the hardships which may be caused by the original provision or, if they are, they do not realise how it may be ameliorated without adversely affecting the superannuation fund. It is the duty of NALGO to bring the hardship and the solution to the immediate notice of local authorities.

PROGRESSIVE.

Real Public Relations

MUCH has been said, and done, about public relations, but for all the efforts, it is like walking around in circles. Public relations starts and ends with the officers themselves; they certainly cannot form a publicity scheme for smoothing over their shortcomings. Yet that is precisely what many officers seem to think.

We have lived for a long time in a satisfied mental remoteness from other people, and most of us are fighting tooth and nail to maintain the comfortable isolation. This is the true spirit of commercial enterprise, but not, I hope, what we should admire in local government.

The development of our capitalist democracy has ingrained in many natures a permanent "business" outlook. Local government is in that grip to-day. Most officers do not give any indication that they have ever thought of the possibilities of the Service. To them it means a job, a safe one, better paid than many, and about enough to marry and settle down on in some suburban villa.

Yet think of the possibilities. In local

government there is property, finance, and means of expression entirely outside the grip of vested interests, surely a unique feature in the nation to-day. It is up to the officer, especially the young one, to realise his individual opportunities for resisting the flood of deceit, smugness, and self-seeking which infect civilisation so strongly nowadays. It is up to the officer to use his imagination in whatever position he is, and, especially where he contacts the public, to be refreshingly unbound by the customary unimaginative snobbishness.

He will, of course, receive rebuffs (from officials as well as public), but such forces of ignorance and conservatism may be met with polite but determined non-co-operation. The simple, non-aggressive refusal to be organised into traditional practice is the only way, I feel, towards a finer species of man. Typical events, at any rate, reveal the failure of opposite methods. And local government officers have a great chance here, if they feel inclined to live in a world with a horizon beyond their own selves, to play their part in human welfare.

Plasht Library, E.6. G. R. DAVIES.

Salary Paid Monthly

I HEARTILY agree with the letter from "Hard Up." To the new entrant into the Service it is no joke to have to wait a month for his salary. How is he expected to live for that month? The usual bank balance of a young officer, especially a new one, is hardly sufficient to keep him for a month, so credit has to be obtained. Naturally, when he does receive his salary, it is automatically mortgaged—not a pleasant situation.

Cannot something be done about it? The ideal system would be for officers earning up to £225 a year to be paid either weekly or fortnightly, and those above that figure to carry on as usual. It would certainly be a great help. What about it, NALGO?

"ANOTHER HARD-UP."

Reading for the Troops

I WAS interested in your editorial comments headed "Don't Let Them Rust." As a local government officer at present with H.M. Forces, I would suggest that, in addition to the current issue of "L.G.S.," the following publications should be made available to those members who wish to keep in touch with their civil occupation:

Journal of the Institute of Public Administration;

Journal of the Royal Sanitary Institute; and

The Sanitarian.

I have also derived benefit from the editorials of the other weekly journals such as "Municipal Engineering," "Local Government Chronicle," and "Municipal Journal."

J. H. BUTLER (L.-Cpl., R.A.M.C.)
Coatham Convalescent Home,
Redcar, Yorks.

This letter is referred to in a note on page 123.

Reserved Occupation

I WOULD like to add my criticism to the operation of the schedule of reserved occupations. It seems to me that a great mistake was made when local government officers were reserved by reference to age and not to occupation within the Service. Without being unduly disparaging to the clerical grade, it is

evident that, generally speaking, members of it can be much more easily replaced than can administrative and technical officers.

There is in the Service a fairly large number of young qualified officers who are now being called to the Colours. These men are, to a large extent, irreplaceable, and much more harm is being done to the efficiency of the Service than would have occurred if all qualified administrative and technical officers had been exempted from military service and the age for clerical officers raised, to, say, thirty. After all, the object of the schedule of reserved occupations is to make the best use of the nation's man-power and, as far as local government is concerned, it is failing in this object.

In my office, both my qualified assistants are subject to military service. As my authority makes up salaries in full, it cannot afford to pay high salaries for temporary assistants, so these men will be replaced by unskilled labour. Consequently, the general efficiency of the council's work suffers much more than it would have done had older men in the clerical grade been taken instead.

There is a further point. The efficiency of the Service relies on the work of administrative and technical officers whose training cannot be completed without some years of practical experience. The present arrangement completely eliminates the source of supply of these officers, so that when, at the end of the war, the call comes for the resumption and extension of services there is a grave danger of sufficient trained men not being available to work them.

"CHIEF FINANCIAL OFFICER."

A Question of Sacrifice

THE sentence, "I do not wish to appear unpatriotic, because I think we should all make certain sacrifices nowadays," in the letter from Private (Pay Corps) Eric A. Powell, appears strangely at variance with the sentiments expressed in the rest of his communication.

Private Powell is, no doubt, receiving part of the balance of his civil pay, according to your lists, and coming from one in such a "cushy" job in H.M. Forces, my colleagues deplore the egotism which pervades his message. Frankly, our opinion, based on experience of the organization of war-depleted staffs, is that the reserved age could well be above thirty, especially when one considers the position of banks and similar hard-hit concerns.

The sacrifices our fathers made in '14-'18, and the numberless cases of hardship occasioned by this conflict make Private Powell's whine fade into insignificance. My advice to this young patriot is to consider the sailors, soldiers, and airmen who are risking their lives, without thought of personal gain or advancement, as he sits at (Pay Corps) desk and multiplies 2s. by 7.

"BIRKENHEAD."

"Civic Humour"

IF Mr. Clitheroe wishes for a good example of civic humour, he should read Mr. E. A. Powell's letter. It may be intended to be humorous, but I doubt it.

May I ask if that letter reflects the ideas of typical NALGO officers in this, the most serious war in history? I hope not.
Bishop's Castle, G. LAVENDER,
Salop. Town Clerk.

Hard on the Student

I AGREE with "Kim" (in the January journal) that the reserving of all local authorities' staffs over the age of 25 is causing dissatisfaction among the younger officers. Many of the "under 25's" are studying for one of the professional examinations and are definitely an asset to their local council, whilst some of the "over 25's" have never bothered to "swot" and are now reserved merely because they are over 25.

"UNDER 25."

"Kim" Replies

DESPITE the sarcasm of Mr. E. Williamson about my letter on the anomalies caused by the present schedule of reserved occupations, later issues of the Journal have brought proof from other sources that such conditions have arisen, and are likely to continue to arise in the future.

When I used the phrases, "town clerk of 24," and "municipal stamp-licker," I did so figuratively. Since then, however, a town clerk of 24 has become liable for military service—a truly Gilbertian situation.

I note, not without some satisfaction that your correspondent makes no attempt to justify the present schedule, nor to explain away its anomalies. Rather is he (or she) inclined to make a personal gibe.

I should seriously like to ask E. Williamson if he has known a *welcome* call to War; and, finally, if he has himself volunteered for the Forces.

"KIM."

C.O.'s in the Service

I TRUST the National Executive Council will stand solidly behind the two men at Altrincham. It is NALGO's duty to leave nothing undone to protect local government officers from victimisation at the hands of those who are unable to understand, or who refuse to acknowledge the existence of the individual conscience.

The men at Altrincham have refused to submit to that authority which would exact blind and unreasoning obedience to commands entailing the destruction and mutilation of their fellow men. They have found it impossible to stifle the dictates of their moral sense, and no possessor of life who has a spark of any fine or sensitive feeling will condemn them for this.

L. H. POSSEE
(Woolwich Branch)

47, Brinklow Crescent, Plumstead, S.E.18.

A NALGO Ambulance?

MY executive committee has recently considered many appeals from charitable societies, some received from NALGO headquarters. We are willing to do our share in helping the common effort.

At our last meeting, the Red Cross Penny-a-Week Appeal was discussed, and I was instructed to write to the Journal expressing the view that NALGO should outline a national scheme from within its own confines. The provision of a NALGO Ambulance Fund was one of the suggestions considered. A subscription of 6d. per member would result in well over £2,000 being raised.

Branches, it is up to you! Forward your considered opinion to headquarters and let us be proud of our own efforts.

W. H. BATCHELOR
(Hon. Secretary),

City Treasurer's Department,
Guildhall, Worcester.

(Continued on page 131)

DELEGATE MEETING: AMENDMENTS TO AGENDA

DISTRICT Committees have submitted the following amendments to the annual report and to the notices of motion which are to be considered by the Delegate Meeting at the Central Hall, Westminster, on May 11. The preliminary agenda was published in the April number of LOCAL GOVERNMENT SERVICE.

Since few readers are likely to have copies of the agenda handy, the exact wording of some of the amendments has been altered here, to make their intention clearer.

AMENDMENTS TO ANNUAL REPORT

Para. 8. Eligibility for Membership of the Association

By the Eastern D.C.

That the paragraph [which suggests that only employees defined as officers in the Local Government Superannuation Acts, 1937, be eligible in future for membership of the Association] be referred back.

Para. 19. Societies (Miscellaneous Provisions) Act, 1940.

By the Scottish D.C.

That the paragraph [which outlines certain provisions of the Act and the advantage taken of them by the N.E.C.] be referred back.

Para. 26. Cost of Living

By the Scottish D.C.

To amend the fourth paragraph on page 22 as follows (words in italics being deleted and words in black being added):

Branches are urged when making application for increased remuneration due to war conditions to submit this scheme [the National Whitley Council cost-of-living bonus award] with a view of *uniformity being achieved throughout the country to realise that "adequacy" is more important than "uniformity" and to demand, wherever possible, an increase at least equal to the official increase in the cost of living.*

To delete the last paragraph, reading:

Your Council supports the appeal of the Prime Minister and the Chancellor of the Exchequer, to avoid if possible the "spiral" of increasing cost of living and increasing wages, and has noted the effect of the Government's policy to retard the increase in the cost-of-living figures. If the Government is successful in stabilising the cost of living, your Council will be satisfied with the recommendations of the National Whitley Council as a measure of relief of the increased cost of living which has so far taken place; but if, on the other hand, prices do soar, then it will be made clear that local government officers must be treated fairly.

Para. 30. Cost of Living Inquiries

By the Scottish D.C.

To add the words in black to the paragraph, as follows:

The results of the official inquiry conducted by the Ministry of Labour, and the inquiry undertaken by the Civil Service Statistical and Research Bureau in respect of officers in receipt of salaries exceeding £250 per annum are not yet available. The work has inevitably been slowed down by the national emergency, but a report will be produced at an early date.

Para. 36. Divisional Reorganisation

By the North-Western and N. Wales D.C.

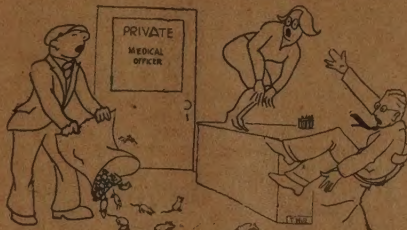
That the last paragraph [announcing the intention to complete the reorganisation scheme and make further appointments of divisional officers in London, Liverpool, Newcastle-on-Tyne, and Nottingham as

soon as circumstances permit] be referred back.

Para. 66. Local Government Superannuation Act, 1937-39.

By the North-Western and N. Wales D.C.

That the National Executive Council be instructed to add to the list of suggested amendments as set out on page 48 of the



"Now do you believe we've got rats!"

Annual Report an amendment to permit of optional retirement on the basis of the resolution of the 1931 Conference.

NOTE: The resolution of the 1931 conference read: "That the National Executive Council be requested to consider and if deemed advisable to take such steps as are necessary to provide for the amendments of the Local Government and Other Officers' Superannuation Act, 1922, to permit optional retirement at the age of 60 years, or any date between the ages of 60 and 65 years, or on completion of forty years' continuous service (dating from superannuation qualifying age)."

By the Metropolitan D.C.

That the National Executive Council be asked to consider adding the following to the list of amendments set out on pages 48 and 49:

- (a) To provide that the right to retire on superannuation at the age of 60 years, irrespective of years of service, shall be extended to all officers, and not restricted to women officers as indicated in clause (e).
- (b) To provide for pensions for spouses of officers who die before becoming entitled to a superannuation allowance.
- (c) To provide added years of service for officers whose late entry into the Local Government Service is due to a prolonged period of education or training to obtain a professional qualification.

AMENDMENTS TO NOTICES OF MOTION

Since the numbering of notices of motion as set out in last month's, LOCAL GOVERNMENT SERVICE differs from that in the preliminary agenda circulated to branch secretaries, both numbers are given here. The first is that of the preliminary agenda, the second, in brackets, that used in last month's journal.

8 (2) Payment of Subscriptions during Service with H.M. Forces.

By the East Midland D.C.

To insert the words in black.

That such alteration as may be necessary be made to the Rules and Constitution of the Association to allow members of the the Association, whose subscriptions were fully paid up to the date of their joining H.M. Forces, and who do not have wages made up to the full amount of civil remuneration by the local authority, to be excused further subscription payments during the period of service with such Forces, and to retain their membership status.

By the Yorkshire D.C.

That such alteration as may be necessary be made to the rules and constitution of the Association to allow members of the Association to be excused subscription payments during the period of war service and to retain their membership status.

10 (4) Re-election of the N.E.C. and Cancellation of the Annual Conference

By the South-Eastern D.C.

To delete the words in italics and substitute the words in black.

(a) That this District Committee views with much concern the action of the N.E.C. in re-electing itself for the duration of the war and asks that the decision shall be reconsidered with a view to the proper method of appointment being reinstituted. Furthermore, the appointment of the N.E.C. should in no case be for a period exceeding twelve months.

(a) That this Delegate Meeting, whilst approving of the action taken by the N.E.C. in extending, without election, its period of office for a second year, expresses the hope that the practice of appointing the Council by election will be resumed at as early a date as is practicable.

19 (13) Members Serving with the Forces—Protection of Status

By the South-Eastern D.C.

To add the words in black.

That this Association urges upon local authorities the necessity for ensuring that members of the staffs who have joined H.M. Forces should, on resumption of their normal duties, be granted such seniority as could be assumed would have been the case had not the officers served with the Forces, and that a salary commensurate with such seniority be paid to the officers concerned; that, with a view of safeguarding the interests of such members, a recommendation be made to local authorities that all appointments during the war and for six months thereafter shall, save in exceptional circumstances, be deemed to be temporary; and that the National Executive Council be instructed to take all possible steps to implement this resolution.

By the S. Wales and Monmouthshire D.C.

To delete the words "on resumption of their normal duties."

21 (15) Salaries and Service Conditions

By S. Wales and Monmouthshire D.C.

To add the words in black.

That in view of the necessity of uniformity of action during a period such as the present war and in order that the national effect of local action shall have due consideration, this delegate meeting resolves:

That branches be instructed to submit immediately to headquarters detailed information of all proposals arising within the authority(ies) covered by the branch which would affect the interests of members in respect of salaries, service conditions or other kindred matters, and instructs the National Executive Council to investigate fully the detrimental effect on salary levels of middle-grade local government officers caused by some local authorities imposing age limits on appointments of experienced officers.

22 (16) Employment of Women in the Service

By the Metropolitan D.C.

To amend the notice as follows (words in italics being deleted, words in black added):

This Delegate Meeting urges that in view of the tendency to replace men by women and permanent by temporary officers as a result of war conditions, it is necessary immediately to secure the application of the principle of equal pay for equal work;

This Delegate Meeting further urges that failure to secure the application of this principle would cause the ultimate displacement of men by lower-paid female labour vitiate existing conditions of service.

Branch Magazine Page

Edited by Norman H. Rogers

PRINT YOUR COVER IN COLOUR!

Recent numbers of "PAY DAY" magazine of the Hackney branch, have been making history with cover designs printed in four colours. Here L. LOWTON, the Editor, tells how it was done on an ordinary office duplicator.

BEFORE describing the process of colour duplicating, I must let you into one of our secrets. We do not use duplicating paper for our covers, but the real thing—printers' cover paper. This has advantages and disadvantages compared with ordinary duplicating paper, and we think the former outweigh the latter.

The main objection to using this type of paper is that it is non-absorbent. On the other hand, it effects an astonishing saving in ink and gives the magazine a more professional appearance. Being of stiffer quality, printing on it registers much better; also, a wide range of beautiful colours and finishes can be obtained which are not available in duplicating paper. Its non-absorbent quality is overcome by interleaving with duplicating paper.

Now for the colour process. First, the machine has to be changed from black to colour. This, on a Gestetner, is effected by a colour changing outfit—a steel holder, containing a cardboard strip, three extra feeder rollers, and a silk sheet. The black silk sheet is taken off the machine, the two-feeder rollers are taken out, and the cardboard strip in the holder is fitted in place of one of the rollers. The machine is then given one complete turn, which cleans the cylinders with the exception of a thin line of ink, which is taken off with a piece of rag. The steel holder is then taken out and the piece of cardboard in it thrown away. The three rollers in the outfit are kept for different colours. One of these is placed in the machine, the silk sheet is fixed, the machine is inked up in the appropriate colour, and all is ready for printing.

This is how Mr. Gratwick, our artist, cuts the stencils. First, the complete design is traced on to one stencil. Other stencils, each of which is intended to print one colour, are placed on this in turn, and the parts they are to print traced off. In this way you are sure of exact positioning. When the different stencils are run off, the machine should be kept at the same printing height, and the paper in the same position. The different colours should then register with each other exactly, provided you are careful to keep an even speed.

All this sounds complicated, but in practice colour-changing takes only a few minutes, and the results are well worth the trouble.

It is essential, in printing in three or

four colours, to allow a little latitude in registering, and the artist should work out his design accordingly.

You should be careful, when choosing colours, to note the tint of the paper used. For instance, if you try to print blue on yellow paper, the result will probably be nearer green than blue. If you are printing in two or three colours, where it is essential that you get the exact tint for each colour, you cannot beat a good mill-finish white paper.

If you intend changing to proper cover paper, ask your printer and stationer to let you have samples of different makes and finishes. Bear in mind that plain designs are best with fancy finish papers, i.e., "rock," "ripple," "linen," etc., while intricate designs go best on a smooth mill-finish paper. If yours is a quarto journal, the cover should be 10½ inches by 8½ inches, to give a slight overlap.

Expensive? Yes—but our magazine cost us no more last year than that of any other branch, and yet the total cost included the expense of buying our own duplicator and colour outfit. This is explained by the fact that we do all the work on the magazine ourselves.

WAR CANNOT STOP MAGAZINES

OF the NALGO activities which are continuing with unabated enthusiasm in spite of war and its attendant difficulties, the branch magazine movement is outstanding. Each month new journals appear in numbers which compare favourably with the easier days of peace. This may indicate a growing appreciation by branches of the value of the magazine in binding the membership together when to maintain the personal touch becomes difficult.

This month's new journals—bringing the total launched since September up to eleven—hail from Hendon, Rawtenstall (Lancs.) and Stirling, each one, in itself, setting up a high standard, in its initial issue. ENDEAVOUR (Hendon) takes its

title from the town crest. Cleanly duplicated on both sides of the paper, it presents a trim appearance, enhanced by the artistically modern cover design.

Another feature is a series of imaginative and original cartoons. The fact that the artists' names—and, for that matter, those of the editors—are not stated shows regrettable modesty. Readers should be given the opportunity of honouring those to whom honour is due.

THE OGLAN (Stirling), edited by Alen Miller, opens its pages with great vitality. Skillfully combining light matter with the more serious, the editor packs into nine pages a variety of articles which have added flavour on the score of brevity. The journal is duplicated, with a paper cover.

OFFICERS' MESS (Rawtenstall), edited by L. M. Smith, is another bright and versatile infant. In achieving an atmosphere of drive, it performs one of the fundamental purposes of a journal. It keeps members in close touch with the activities of others. The lay-out and title-headings show enterprise by the producers, whilst the excellent poetic and topical parodies by H. Trippier assist in providing the necessary levity. The journal is duplicated, with a paper cover.

A journal which has shown a steady development recently is "THE HERTS NALGO NEWS LETTER," edited by L. R. Misselbrook. Beginning as a slender volume, its size and standard have improved materially. The April number contains an article by "Taffrail," famous for his books and radio talks.

The war has brought about a number of editorial changes. New editors include: "IN AND OUT," Ealing—J. W. Bellamy and J. Rimmer, Rating Dept., Town Hall, W.5; "PAY DAY," Hackney—L. Lowton, St. James's First Aid Post, Lower Clapton Road, E.5; "THE WHEEL," Wallasey—C. D. McFarlin, Motor Bus Dept., Seaview Road, Wallasey; WODENALGO, Wednesbury—J. H. Suggett, Town Hall, Wednesbury.

MAKE RATEPAYERS READERS

By Norman Wilson

Mr. Wilson was last year appointed lecturer in Public Administration at Liverpool University after 12 years as secretary of Birkenhead branch.

LEGISLATION is made by Parliament, but much of it is administered by local authorities. Its success depends to a great extent upon how it is administered.

No student of local government can fail to be impressed by the great divergency in the standards of services provided by local authorities. Many factors account for this. The unwillingness or inability of councils to use their powers fully or to undertake their obligations properly are two important ones. But faulty administration is sometimes responsible. It is vitally important that the public should appreciate this, and so realise that, if they want to have the benefit of good administration, they must provide those conditions of service which will foster it. Methods of recruitment of staff, provision of post-entry training, well-devised systems of promotion, and satisfactory remuneration are not advocated by NALGO merely to improve the material lot of its members, but also to raise administrative standards in the interests of the community.

A branch magazine, conceived partly as an instrument of public relations, can assist considerably in making the citizen—councillor or ratepayer—understand this.

While the magazine, therefore, should in no circumstances neglect its primary purpose of keeping officers informed of the activities of NALGO, both nationally and locally, it should also be a vehicle for the discussion of matters of administrative importance. If it can enlist as contributors to such discussion members of the Council and prominent citizens, two ends will have been achieved. A more comprehensive examination of the matter under review will have been secured and appreciation of the important part played by the officer in administration will have gained wider acceptance.

Birkenhead's magazine, "IN PRINT," whose enthusiastic editor is my friend, Mr. Robson, has made a start in this direction. It is a lead which, for the sake of good local government and of NALGO alike, I hope will be followed by other editors. As a means of developing the Association's public relations policy the branch magazine can in this way play a most valuable part.

NEW JOURNALS

Hendon
Rawtenstall
Stirling

ENDEAVOUR
OFFICERS' MESS
THE OGLAN

The Editor, Council Offices, Hendon.
L. M. Smith, Town Hall, Rawtenstall, Lancs.
Alen Miller, Town Clerk's Office, Stirling.

MORE PROGRESS IN SALARIES CAMPAIGN

CONTINUED progress in the campaign for improved salaries and service conditions was recorded last month. Details include:

NORTH WESTERN AND NORTH WALES

Following submission of a grading scheme to Rhyl U.D.C. by the North Wales Whitley Council in November, 1936, a successful application has been made by NALGO for closing-up increments of juniors who were behind their age scale. In addition, further positions have been classified under the scales and in seven or eight instances re-grading has taken place.

Lymm U.D.C. recently adopted the general division (male and female) of the salary scales of the Lancashire and Cheshire provincial council, to operate from April 1, 1940.

In accordance with the recommendation of the Lancashire and Cheshire provincial council, Accrington B.C. has adopted the junior division (females) of the Whitley Council scales up to 21 years for women library assistants, from April 1, 1940, subject to the qualification that the salary of assistants who pass the elementary examination of the Library Association should be £80 and £95 p.a. at 20 and 21 respectively. The scale maximum for women clerical assistants has been fixed at £124 6s., instead of £117 p.a.

NORTH EASTERN

Baildon U.D.C. has adopted the Yorkshire Joint Council's scales of salaries.

Middlesbrough C.B. has revised the scales of salaries for juniors (men) from April 1, 1940, as follows:

Age	Old Scale	New Scale*	Age	Old Scale	New Scale*
16	36	40	19	65	70
17	45	50	20	75	80
18	55	60			

(*Plus £10 p.a. for School Certificate.)

Automatic progression on age basis to £200 at age 27 is continued.

The scales for women have also been revised from April 1, 1940, so that salaries are related to age, and annual increments operate on birthdays. The new scales are:

Age	New Scale*	Age	New Scale*	Age	New Scale*	Age	New Scale*
16	35	19	65	22	100	25	130
17	45	20	75	23	110	26	140
18	55	21	90	24	120		

(*Plus £10 p.a. for shorthand typists or machine operators.)

Bishop Auckland U.D.C. recently heard the divisional secretary in support of an application for the North Eastern Joint Council's scales of salaries.

South Shields C.B. has adopted the following revised scales for men officers:

Juniors	Juniors	Juniors
Age £ s. d.	Age £ s. d.	Age £ s. d.
16 45 10 0	18 71 10 0	20 97 10 0
17 58 10 0	19 84 10 0	

Grade A.	Grade A.	Grade A.
Age £ s. d.	Age £ s. d.	Age £ s. d.
21 122 4 0	23 161 4 0	25 187 4 0
22 148 4 0	24 174 4 0	26 195 0 0

Grade B.—£208 + £13—£224.

Grade C.—£247 + £13 and £10 8s.—£270 8s.

Grade D.—£286 + £13—£312.

Grade E.—£325 + £13—£338.

Two posts of special responsibility are increased from £350 to £364 per annum.

It will be noted that the first two grades are based on "age for age," but it is provided that an officer within the prescribed age limits may, if his duties warrant, be promoted to a grade higher than grade A.

MIDLAND REGION

Officers of the Isle of Axholme R.D.C. have formed a branch.

Llanely R.D.C. has established a joint advisory and staffing committee, com-

prising six members of the council and six members of the branch.

Coseley U.D.C. has revised office hours. The offices now close at 5 instead of 5.30, and at 12 on Saturdays instead of 1. The dinner interval remains one hour.

Wolverhampton C.B. has introduced new scales of salaries for officers in the lower grades from April 1, 1940.

SOUTHERN REGION

Bournemouth C.B. has adopted a revised grading scheme dating from April 1, 1940:

Grade	£	£	£
A	50 + 10(3) + 20(2)	—	120
B	130 + 15(2) + 20(1)	—	180
C	190 + 10	—	220
D	230 + 15	—	260
E	270 + 15	—	300
F	310 + 20	—	350
G	360 + 20(2) + 10(1)	—	410
H	420 + 15	—	450

Farlington R.D.C. has granted additional travelling allowances to certain officers.

Torquay B.C. has amended the existing scales of salaries by the amalgamation of Grades 5 and 6, to provide for automatic progression for junior officers up to £160.

Southall B.C., on representations by NALGO, has agreed to the establishment of a local joint committee.

DISTRICT COMMITTEE MEETINGS

Meetings of district committees took place as follows:

North Western and North Wales, and Eastern, March 16.

South Eastern, March 16 and April 6.

Southern, South-Western, and Metropolitan, April 13.

The Southern and South-Western district committees appointed representatives to the new South Midlands and South-Western Provincial Councils. Draft proposals on salaries and service conditions were approved by the South-Eastern and South-Western district committees as a basis for negotiation, whilst the Southern D.C. remitted similar proposals to the executive.

At the North Western and North Wales meeting, several branches reported special efforts on behalf of the B. & O. Fund. These included donations of £44 10s. from Southport, £25 from St. Helens, £10 from Blackburn, and the inauguration of a penny in the pound scheme at Accrington, which is expected to bring in £60.

ENFIELD, EDMONTON & POTTERS BAR JOINT HOSPITAL BOARD.

APPOINTMENT OF WAGES CLERK (TEMPORARY).

The Board invite applications for the appointment of a Lady Clerk at their Isolation Hospital, World's End, Winchmore Hill, N.21. The post is a temporary one, and the person appointed will be required to be responsible for the preparation and keeping of Wages Books, to deal with the Assessment of Patients and to carry out other clerical duties. Candidates should have a knowledge of typewriting, and should be 21 years of age or over. The commencing salary is £155 per annum, and the successful candidate will be required to pass a satisfactory medical examination. Application Forms may be obtained upon applying to the address below.

L. R. ITHILL,
Clerk to the Board.

4, Porlock Road,
Enfield, Middlesex. 2nd April, 1940

HIRE-PURCHASE SCHEME FOR SECOND-HAND CARS

Logomia is now operating a scheme for Hire-Purchase of Second-Hand Cars. Particulars may be obtained from NALGO Centre, Croyde, Braunton, Devon.

ENGINEERS WHO TRANSFER TO ARMS WORK

Superannuation Rights Assured

THE Minister of Health has informed local authorities (Circular 1994) that where, with the consent of the authority, employees take up work on armament production, including the building and repair of ships, the Minister will be prepared to recognise such employment as war service for the purposes of the Local Government Staffs (War Service) Act. Where recognition is given, the superannuation rights of the employees concerned will be preserved.

Recognition will normally be subject to the following conditions:

The men are surplus to the essential requirements of the local authority;

The arrangements for their transfer are made with the concurrence of the local branch of the Ministry of Labour and National Service.

SCOTTISH NOTES

AT a meeting of the Scottish District Committee in Edinburgh on April 13, Mr. A. G. M. Archibald, the chairman, presiding:

Draft rules regarding election of representatives to the Whitley Council for inclusion in the model rules for district committees, were approved with minor amendments;

It was decided to hold a week-end school at Tarfside, Ascog, Rothesay, from May 17 to 20, at an inclusive charge of 25s.

The question of organising an annual sports day was referred to the sports secretary and the emergency committee.

The chairman outlined the action taken in the Whitley Council on cost-of-living bonus, and appealed to members to show patience for a while. The question is to be further considered by the Whitley Council on May 1. Mr. Archibald welcomed representatives of the recently-formed Kilmarnock branch and Mr. H. Slater, from Headquarters, who was deputising for the divisional secretary, absent through illness.

READERS' FORUM

(Continued from page 128)

"Thank You, NALGO"

A FEW days ago I drew my first month's superannuation allowance. I have hoped many times since 1922 that this would eventually be my good fortune—what a hope in Ossett! Up to two or three years ago it seemed to me that it might come—but only after my time.

I just want to say how very grateful I am for what has been done, and what obstacles have been overcome entirely by NALGO for me, and for others like me. I hope the good work of the Association will continue with every success.

Thank you, NALGO.

WILLIAM ARTHUR CRESSEY.

18, Denholme Drive,
Ossett, Yorks.

189 COUNCILS GIVE COST-OF-LIVING BONUS

UP to the time of going to press, 189 local authorities, including 11 county councils, 28 county boroughs, 43 municipal boroughs, 79 urban district councils, and 28 rural district councils, had adopted cost of living bonus schemes for their salaried staffs. Of these, 95 had adopted the award of the National Whitley Council.

This month's list, which is additional to those published in the March and April numbers of LOCAL GOVERNMENT SERVICE, is given below.

NATIONAL WHITLEY COUNCIL SCALE

Bonus of 6 per cent on first £300 of salary and 3 per cent on salary in excess of £300, or of £200, whichever is the less.

COUNTY COUNCILS

Bedfordshire

COUNTY BOROUGH

Bolton	Coventry	Stockport
Bradford	Derby	Stoke-on-Trent
(salary and bonus together not to exceed £500 p.a.)	Norwich	Swansea
	Oxford	Walsall
	Preston	Warrington

BOROUGH

Bebington	Haslingden	Luton
Bedford	Heywood	Middleton
Bridgewater	Kettering	Neath
Crewe	Leigh	Pontefract
Darwen	Loughborough	Prestwich
Eccles	(Officers aged 21 and over to receive a minimum of 5s. p.w.)	Wallsend
Fleetwood		Wednesbury

URBAN DISTRICTS

Aspull	Horwich	Porthcawl
Barnoldswick	Irlam	Silsden
Bolsover	Kearsley	Skelmersdale
Clayton-le-Moors	Little Lever	Sowerby Bridge
Dalton-in-Furness	Malvern	Spennborough
Grange	Morpeth	Stanhope
Haltemprice	Mirfield	Stanhope
Hebden Royd	Newton-le-Willows	Swadlow
Hemsworth	Normanton	Ulverston
	Old Fletton	Wirral

RURAL DISTRICTS

Basford	Kiveton Park	Thorne
Cirencester	Neath	Tintwistle
Chesterfield	Penistone	Ulverston
Garstang	Preston	Vaynor & Penderary
Hemsworth	Rugby	
	Spalding	

OTHER AUTHORITIES

Ashton-under-Lyne, Stalybridge and Dukinfield Water Board.
Cheshire Joint Sanatorium Board.
Hemsworth Joint Hospital Board.
Hemsworth Joint Water Committee.
Taf Fechan Water Supply Board.

NORTH EASTERN JOINT COUNCIL SCALE

Employees of 18 and over—2s. p.w.; under 18—1s. p.w., in respect of each complete six points rise in the official cost of living index figure from a basic figure of 155. Adjustment to be made at intervals of 3 months from July 1, 1940.

URBAN DISTRICTS

Ashington	Brandon & Byshottles	Newburn
Blaydon	Consett	Prudhoe
Boldon	Longbenton	Ryton
	Stanley	

RURAL DISTRICTS

Darlington	Easington	Sedgefield
	Lanchester	

OTHER SCALES

COUNTY COUNCILS

Glamorgan—On salaries under £500 p.a.—non-resident officers, 3s. p.w.; non-resident officers who have meals, 2s. 3d. p.w.; resident officers, 1s. 6d. p.w.; operative from December 1, 1939.
West Riding—8 per cent on salaries up to and including £200 p.a.; 6 per cent on salaries between £200 and £300; with marginal adjustments at £200 and £300.

COUNTY BOROUGH

Birmingham—6 per cent on salaries up to and including £250 p.a.; £15 p.a. on salaries between £250 and £1,000, provided that combined salary and bonus does not exceed £1,000. Operative from April 1, 1940, and subject to revision when the official index figure rises to 85 or falls below 65.
Bury—6 per cent on first £300 only.
Canterbury—Married officers, 5 per cent; single officers, 4 per cent on salaries not exceeding £300.
Darlington—Married officers, 5s. p.w. on salaries not exceeding £400; single officers with dependants: special consideration.
Dewsbury—6 per cent on first £300.
Leicester—6 per cent on salaries up to £300.
Lincoln—5 per cent on first £300; 2½ per cent on next £200.



Scotland Prepares

Rotherham—5 per cent on first £300, on salaries up to and including £500 p.a.; operative from March 1, 1940.
Southport—6 per cent on salaries up to £300 (including bonus).
Wakefield—6 per cent on first £300.

BOROUGH

Ealing—To all whole time officers whose salary and emoluments do not exceed £260 p.a.: if paid monthly, £10 8s. p.a.; if paid weekly, 4s. p.w., with special scale for juniors of 2s. p.w. up to age 20, 3s. p.w. between 20 and 21, and 4s. p.w. over 21; operative from April 1, 1940.
Ilkeston—3s. p.w. to all officers.
King's Lynn—3s. p.w. to all officers; operative from December 7, 1939.
Lichfield—6 per cent on first £300.
Nuneaton—3s. p.w. for adult male officers and pro rata rates for women and juniors, operative from December 1, 1939.

(Bonus recommended by J.L.C. Any further recommendations by J.L.C. also to apply to officers.)

Pudsey—£10 8s. p.a. for men and £5 4s. for women; operative from April 1, 1940.

Redcar—5s. p.w. on salaries up to £270 p.a. and 2s. 6d. p.w. for juniors under 21; operative from November 13, 1939.

Romsey—5 per cent to all officers; operative from February 1, 1940.

URBAN DISTRICTS

Aberdare—£10 10s. p.a. to officers over 21, and £5 5s. to those under 21; operative from December 1, 1939.

(Future awards by the Joint Wages Board of Local Authorities of Glamorgan (Non-Trading Services) to be made applicable to officers in same percentage relationship as present increases bear to award already made.)

Ammanford—6 per cent on salaries up to £300; operative from April 1, 1940.

Ashford—6 per cent on salaries up to and including £300.

Bingley—5 per cent on first £200 on salaries up to £400 (minimum 2s. p.w., maximum £10 p.a.)
Earby—5 per cent on first £200; 2½ per cent on balance over £200.

Ebbw Vale—8s. 6d. p.w. to all employees; operative from April 1, 1940.
Esher—4 per cent on salaries up to £300.
Garforth—4s. p.w. to employees over 21 years and 2s. p.w. to those under 21, limited to salaries not exceeding £180 p.a.
Gellygaer—4s. p.w. on salaries not exceeding £450; operative from January 1, 1940.
Hayes & Harlington—£15 to seniors with salaries under £500, and £7 10s. to juniors.
Kirkby-in-Ashfield—£5 15s. to all officers; operative from December 6, 1939.
Market Harborough—5 per cent on first £300; 2½ per cent on next £200.
Mynyddislwyd—2s. p.w. to juniors under 21 and 4s. p.w. on salaries up to £250 for other officers; operative from November 1, 1939.
Nantyglo & Blaina—4s. p.w. to all officers; operative from December 1, 1939.
Pontypool—4s. p.w. to officers over 21, 2s. p.w. to those under 21.
Shipley—£10 p.a. to officers over 21, whose salaries do not exceed £300 p.a. and £5 p.a. to those under 21; operative from January 1, 1940.
Sutton-in-Ashfield—5 per cent to all officers.
Thurrock—5 per cent on salaries not exceeding £240 p.a. with minimum of 3s. p.w. subject to any person earning more than £240, not receiving less than he would have received had he been in receipt of £240.
Whitefield—6 per cent on salaries up to £300.
Wombwell—5s. p.w. to all officers.

RURAL DISTRICTS

Chester-le-Street—10s. p.w. to officers over 21; 5s. p.w. for those under 21.
Faringdon—6 per cent on salaries up to £300, 3 per cent on salaries over £300.
North Westmorland—5 per cent for all officers.
Osgoldcross—6 per cent on first £150 only.
Stockton-on-Tees—3s. p.w. to officers earning up to £105 p.a. and those receiving board allowance; 6s. p.w. to others on salaries up to £300, limited to adult officers and operative from March 1, 1940. To be reviewed every three months.

OTHER AUTHORITIES

Deerne Valley Water Board—5s. p.w. to all officers.
Don Valley Assessment Committee—5s. p.w. to all officers, subject to variation with index figure.
East Morley Assessment Committee—8 per cent from March 1, 1940.
Edlington Parish Council—7½ per cent to all officers, from January 1, 1940.
Essex Standing Joint Committee—11½ per cent (4s. 6d. p.w.) on first £104 to whole-time employees earning up to £208 p.a., with proportionate bonus for part-time employees; rising by 5 per cent for each 9 points increase in cost-of-living index above 175.
North Eastern Joint Board for the Mentally Defective—3s. p.w. to non-resident and 1s. p.w. to resident staff. Subject to review in July, 1940.
West Riding Mental Hospitals Board—3 per cent on first £300 of salary up to £500. For each variation of 5 points above the index figure of 160.
West Riding Superannuation Joint Committee—8 per cent on salaries up to £300; 3 per cent on next £200, from January 1, 1940.

SCOTLAND

COUNTY COUNCILS

Argyle—3s. p.w. to all employees earning up to £4 p.w.
Clackmannan—1s. p.w. for all juniors under 18; 2s. for men; 1s. 6d. for women between 18 and 21, and 3s. for men, 2s. for women over 21 and earning up to £250 p.a.

BOROUGH

Leven—4s. p.w. to all adult employees earning under £4 p.w. from March 1, 1940.

COST OF LIVING UP 14·8% SINCE THE WAR

The Ministry of Labour cost of living index figures for each of the past six months, showing the increase in the cost of living of a "typical working-class family" since July, 1914 (taken as 100) are:

November ..	169	February ..	177
December ..	173	March ..	175
January ..	174	April ..	176

The actual percentage increases in the cost of living since September 1, 1939 (when the index figure was 155) are therefore:

November ..	9.0	February ..	14.2
December ..	11.6	March ..	15.5
January ..	12.3	April ..	14.8

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Mysto A.R.P. Pump, complete with 30 ft. hose and dual nozzle—

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L.G.S., May

£170 A YEAR FOR CLERK TO U.D.C.!

THE following advertisement appeared in the "North Eastern Gazette" on March 19:

TOW LAW URBAN DISTRICT COUNCIL.

The above Council invite applications for the appointment of Clerk, Accountant, and Rate Collector. The successful candidate will be required to devote his whole time to the work of the Council, to keep the whole of the accounts of the Council, including the rates, cemetery and gasworks, collect all monies including rates and gas rentals and to perform all the duties devolving on a clerk to a local authority and Rating and Valuation Officer. The salary will be at the rate of £170 per annum. Applications endorsed "Clerkship" and stating age, qualifications, and previous experience and accompanied by copies of two recent testimonials must reach the undersigned not later than Thursday, 21st March, 1940.

E. MOSES,

Clerk of the Council.

Tow Law, which is in the county of Durham, has a population of 3,300 and a rateable value of £8,000. The standard wage of an unskilled labourer in the county area is approximately £3 a week.

901 COUNCILS SUPPLEMENTING WAR PAY

A total of 987 local authorities have now reached decisions on the making up of war service pay. The position at the time of going to press was:

	No.	Per Cent
Making up balance of civil pay	506	51
Making qualified payments	395	40
Making no payments	86	9

The following list gives the additions to those published in previous numbers of LOCAL GOVERNMENT SERVICE.

ENGLAND & WALES

Authorities Making Up the Whole of the Balance of Civil pay.

URBAN DISTRICTS

Letchworth

RURAL DISTRICTS

Chesterton	Strood	Wharfedale
Dartford	Thedwastre	Wrexham
	Thingoe	

Making Qualified Payments.

BOROUGHS

Oswestry—Married men, pay made up; single men, difference between half civil pay and service pay less 10s. p.w. for maintenance; cases of hardship to be considered on merits.

DEALING WITH EACH CASE ON MERITS		
Colne	Boston	Sudbury

URBAN DISTRICT COUNCILS

Egham—Employees in H.M. Forces earning up to £3 10s. p.w., pay made up; earning over £3 10s. p.w., each case specially considered.

Needless to say, NALGO has protested strongly and asked for the post to be re-advertised at a salary of not less than £300 per annum.

In reply to that protest, it has been pointed out on behalf of the Council that the product of a 1d. rate is less than £30. The salary offered, therefore, amounts approximately to the product of a 6d. rate.

The futility of assessing salaries by such a formula will be seen when it is pointed out that a neighbouring Urban District would, on a similar basis, pay its Clerk from £3,000 to £4,000 per annum.

NALGO is determined that salaries shall be related to the responsibilities and efficiency of the officer. No other basis can be regarded as satisfactory.

Members should assist in the furtherance of that policy by:

(a) Abstaining from submitting applications in response to advertisements such as that quoted above;

(b) Advising the regional or divisional officer at once if any member answers such advertisements; and

(c) Forwarding to the appropriate regional or divisional office details of any similar announcements.

Harpenden—Employees married at time of joining Forces, and unmarried employees with dependants at the time of joining, balance of civil pay.

Southwick—Balance of civil pay up to £3 p.w., then 50 per cent of amount by which civil pay exceeds £3 p.w.

Swinton—Maximum payment of £1 p.w.

DEALING WITH EACH CASE ON MERITS		
Haverhill	Newmarket	Upholland
Mirfield	Orrell	Wymondham

RURAL DISTRICTS

Barnard Castle—75 per cent of difference between civil and war service pay, subject to a maximum total of £225 p.a.

DEALING WITH EACH CASE ON MERITS		
Derwent	Hollingbourne	Wigan
Goole	Selby	

SCOTLAND

Making Qualified Payments.

COUNTY COUNCILS

Stirling—Married men earning up to £3 10s. p.w., pay made up less 12s. p.w. for maintenance and excluding children's allowances; single men, pay made up to 40 per cent of civil pay, less 12s. p.w. for maintenance; women on war service, same as single men; no payments to exceed difference between civil and war service pay and allowances. Employees earning over £3 10s. p.w., single men with dependants earning up to £3 10s. p.w., and officers on A.R.P. or A.F.S. service to be dealt with by war service grants committee.

BURGHs

Bathgate—Married men, pay made up; single men, 50 per cent. of the difference between civil and service pay.

BLACKLISTED

The following local authorities have ignored the appeal made by the Minister of Health for a "fair and reasonable" interpretation of the "gentlemen's agreement" for the making-up of war service pay. They feel under no obligation to employees fighting for the civilization for which they stand and they are paying those employees nothing:

ENGLAND & WALES

COUNTY COUNCILS

Glamorgan

COUNTY BOROUGHs

Bolton Burnley Merthyr Tydfil

BOROUGHS

Accrington	Jarrow	Stamford
Bridlington	Nelson	Saffron
Clitheroe	New Romney	Walden
Colne	Ossett	Tewkesbury
Congleton	Pudsey	Tipton
Darwen	Rawtenstall	Todmorden
Haslingden		Wrexham

URBAN DISTRICTS

Aberdare	Hebden Royd	Poulton-le-Fylde
Ashton-in-Makerfield	Ince-in-Makerfield	Ripponden
Atherton	Kempston	Skegness
Barnoldswick	Kidsgrove	Skepton
Barrowford	Littleborough	Stroud
Bedworth	Little Lever	Swadlincote
Bingley	Maltby	Thornton
Brierfield	Milnrow	Cleveleys
Caerphilly	Mountain	Turton
Carlton	Ash	Walton-le-Dale
Castleford	Normanton	Washington
Cirencester	Oswaldtwistle	West-houghton
Clayton-le-Moors	Padstow	Whitby
Ebbw Vale	Penrith	Wombwell
Featherstone	Pontypridd	Worsley
Gt. Harwood	Portland	

RURAL DISTRICTS

Carmarthen	Evesham	Okehampton
Cheadle	Garstang	Oswestry
Cirencester	Haverfordwest	Wadebridge
Congleton		Wakefield
Droitwich	Horsham	West Dean
	Ilanally	

SCOTLAND

Dunfermline B. Lochgelly B. Port Glasgow
Officers seeking new appointments will, no doubt, keep these authorities in mind.

CAYTON BAY FIRE

Holiday Centre Reopening at Whitsun Despite Damage

AS many members will have read in their newspapers, a fire which broke out at the NALGO holiday centre, Cayton Bay, on April 12, destroyed the main building, containing the dining and recreation rooms, kitchen, office, and shop. At an emergency meeting held on April 20, the special activities committee of the N.E.C. authorized the immediate provision of improvised but satisfactory accommodation pending the completion of a new building.

This temporary accommodation will be ready by Whitsun and the centre will open then as originally planned. Visitors will appreciate, of course, that while every effort will be made for their comfort, it may not be possible to give them all the facilities available in previous years.

No doubt the war will cause the absence of a number of regular visitors this year, but already bookings have been received from many old campers, and there will be the usual happy reunions.

The following table shows the number of local authorities of each class making up pay in full, making qualified payments, and making no payment.

	Making up Full Pay	Qualified Payments	No Payment	Total Decisions	No Decision
England and Wales					
County Councils	27	30	1	58	4
County Boroughs	42	37	3	82	1
Met. Boroughs	25	1	—	26	2
Boroughs	130	75	19	224	86
U.D.C.'s	148	112	45	305	270
R.D.C.'s	106	95	15	216	262
Other Authorities	17	9	2	—	—
Scotland					
County Councils	4	15	—	19	14
Burghs	6	20	3	29	165
Other Authorities	1	1	—	2	—
Totals	506	395	86	987	804

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L.G.S. May 40

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